



Elected Officials Benefits Summary

COMPENSATION

Annual Base Salary:

- Mayor: \$17,868 (effective 2/09)
- City Council: \$16,668 (effective 2/09)
- City Treasurer: \$12,840 (effective 1/07)
- City Clerk: \$12,840 (effective 1/07)

Additional Pay for Community Development Commission:

- Mayor and Council: \$75 per meeting (max \$150/month)

Additional Pay for Water Board:

- Mayor and Council: \$100 per meeting (max \$300/month)

RETIREMENT OPTIONS

Option 1:

CalPERS Defined Benefit Plan

- 2% at 62 formula
- 3-year Final Average Earnings (FAE) for final compensation calculation
- Employee contribution is 6.75% of payroll paid on a pretax basis
- Employer contribution is determined by CalPERS each fiscal year

Option 2:

Apple 457 Deferred Compensation Plan

- Employer and employee each contribute 3.75% of payroll

GROUP HEALTH INSURANCE

You have a choice of several medical plans available through CalPERS. Premium costs are shared by employee and the city. Unused city benefits credits may be used for dental, vision, AD&D, Flex Spending Accounts or received as taxable cash (flex cash) on every pay check.

FLEXIBLE SPENDING ACCOUNTS (FSA)

A flexible spending account allows you to set aside pre-tax dollars to reimburse yourself for eligible health care and/or dependent care expenses.

LIFE INSURANCE

City of Carlsbad provides Basic Life Insurance of two times your annual base salary at no cost to you.

STATE UNEMPLOYMENT INSURANCE - 0.3% of payroll paid only by city

MEDICARE Employer and employee each contribute 1.45% of payroll

ANNUAL CAR ALLOWANCE

- \$5,400 - Mayor
- \$4,200 - City Council
- \$2,400 - City Treasurer, City Clerk

ANNUAL CELL PHONE ALLOWANCE (Optional) \$540 per Administrative Order # 69

VOLUNTARY BENEFITS

The City offers the following voluntary benefits at your expense:

- ICMA Deferred Compensation (pre-tax)
- Supplemental, Dependent Life and Accidental Death or Dismemberment
- Accident Insurance, Critical Illness Insurance, Universal Life and Long Term Care Insurance